

National Minimum Wage and National Living Wage

Overview

The National Minimum Wage (NMW) is a legal right, which covers almost all workers in the UK. The hourly rate for the minimum wage depends on your age and whether you are an apprentice. You must be 25 to get the National Living Wage - the minimum wage will still apply for workers aged 24 and under.

What are the NMW/NLW rates:

From April 2020, workers are entitled to a minimum wage of:

£8.72 –for workers aged 25 and over;

(So if you work 37 hours per week, 52 weeks a year the annual salary would be = £16,777)

£8.20 - for workers aged 21 and over;

(So if you work 37 hours per week, 52 weeks a year the annual salary would be = £15,777)

£6.45 – for workers aged 18-20;

(So if you work 37 hours per week, 52 weeks a year the annual salary would be = £12,410)

£4.55 - the 16-17 rate for workers above school leaving age but under 18;

£4.15 - the apprentice rate, for apprentices under 19, or 19 or over and in the first year of their apprenticeship.

These total amounts can include other payments over and above basic pay.

If you are unsure or need more specific information please contact the ACAS helpline (0300 123 1100) and see the information sources listed at the end of this fact sheet.

National Minimum Wage Calculator

Use this free online calculator to check if your payments are over the minimum wage:

<https://www.gov.uk/am-i-getting-minimum-wage>

Who is entitled to the NMW?

Most workers in the UK over school leaving age who are working legally and have some form of contract of employment are entitled to the minimum wage. This includes: part time workers; casual labourers; trainees; agency workers; home workers; disabled workers; workers from outside the UK; and British workers working temporarily outside the UK.

There are, however, some exclusions and we have highlighted a few. If you are unsure please contact the ACAS Helpline and see the information sources at the end of this factsheet.

Groups **not** entitled to the NMW include:

- self-employed people;
- most company directors;
- students doing a work placement as part of a higher education course;
- people living and working within the family;
- volunteers.

Volunteers, who provide their time freely without anything in return, are generally not covered by the NMW because they do not have employment contracts and are not classed as "workers". However, if some form of a "contract" exists the volunteers becomes a volunteer worker and as such may fall into NMW legislation. Some people who consider themselves volunteers, or are called volunteers by the organisation for which they work, could still potentially count as workers because they may actually be in a contractual relationship. This may be indicated by the fact that they receive some sort of payment - sometimes either money or benefits in kind. Such people are known as voluntary workers.

Key messages for workers

- You have the right to see your employer's records if you believe you are not getting NMW.
- You can make a complaint in confidence to the NMW helpline (0300 123 1100). You can take your case to an employment tribunal and are legally protected against being sacked or victimised if you have made a complaint about non-payment.
- You cannot sign away your right to NMW.

Further Help

<https://www.gov.uk/national-minimum-wage-rates>

<http://www.acas.org.uk/>

ACAS Helpline 0300 123 1100

If you would like to book a careers appointment please visit:

<https://worchester.targetconnect.net>

myCareer

Date updated: 27/08/20 (information correct at time of going to print)